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Managing Diversity In The Military: The Value Of Inclusion In A Culture Of Uniformity (Cass Military Studies)



Synopsis

This edited book examines the management of diversity and inclusion in the military. Owing to the rise of asymmetric warfare, a shift in demographics and labor shortfalls, the US Department of Defense (DoD) has prioritized diversity and inclusion in its workforce management philosophy. In pursuing this objective, it must ensure the attractiveness of a military career by providing an inclusive environment for all personnel (active and reserve military, civilian, and contractors) to reach their potential and maximize their contributions to the organization. Research and practice alike provide substantial evidence of the benefits associated with diversity and inclusion in the workplace. Diversity and inclusion programs are more strategic in focus than equal opportunity programs and strive to capitalize on the strengths of the workforce, while minimizing the weaknesses that inhibit optimal organizational performance. This new book provides vital clarification on these distinct concepts, in addition to offering concrete best practices for the successful management of diversity and inclusion in the workplace. Written by scholars and practitioners, each chapter addresses major areas, raises crucial issues, and comments on future trends concerning diversity and inclusion in the workplace. The book will be of great interest to students of military studies, war and conflict studies, business management/HRM, psychology and politics in general, as well as to military professionals and leaders.

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